

HERITAGE ACADEMY PAY FOR PERFORMANCE PLAN

Each year, HA staff members will review the local pay for performance plan and submit comments to the HA administrator. Revisions to the plan will reflect comments from a simple majority of certificated and classified staff members. The HA Board of Directors will review and approve changes to the plan prior to October 1st of each calendar year. All revisions to the plan must include the following components (at a minimum): academic achievement and/or growth toward proficiency; professional growth; school leadership; schoolwide enrichment model implementation.

2013-2014 Differentiated Pay Plan

- Developed by staff member committee in meetings Sept 1 – 22 2013
- Reviewed by K-4 and 5-7 Teams the week of Sept 23, 2013
- Approved by the HA Board of Directors Sept 24, 2013

Estimated revenue for differentiated pay plan = \$14,300

Estimated expenses for differentiated pay plan = \$14,300

- Professional Development and Travel Expenses related to CCSS implementation = \$300
- Staff Shares (75 Shares at \$175 each) = \$13,125

Areas	Knowledge	Skills	Action	Effectiveness Measures
Output Indicators	Professional Development; Portfolios	Leadership Role; Extra Responsibility; Mentoring; Committees	Work in those areas	Student Achievement
Basis of Measurement	Individual	Individual	Individual	Individual or Group
Strategy	Lesson Plans; Benchmark Assessments;	Mentor; Leadership Role;	Coach; Mentor; Committee Chair; Team	Artifacts; Minutes; Meeting Agendas; Mentoring

	Curriculum Maps; Enrichment Cluster Rubrics	Committees; Peer Coaching	Leader	Schedules
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Shares/Pts – Total Shares Available = 75 Each Share =\$175

- Developing/Novice Teacher = .5
- Professional Teacher = 1.0
- Master Teacher or School Leadership = 1.5
- Committee Member = .5
- Committee Chair = 1.0
- Mentor Teacher = 1.5

Winter IRI	K-3 Shares	Non K-3 Shares
Over 80 % Proficient	.33	25% of each grade level share
Over 70% Proficient	.25	25% of each grade level share
Over 60% Proficient	.20	25% of each grade level share
EC Winter Proficiency	4-7 Shares	Non 4-7 Shares
Over 80 % Proficient or Advanced	.33	25% of each grade level share
Over 70% Proficient or Advanced	.25	25% of each grade level share
Over 60% Proficient or Advanced	.20	25% of each grade level share